

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
March 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331	326	393										1050
Number of Complaints Drafted	96	141	165										402
% of inquiries drafted	29%	43%	42%										38%
Employment	64	106	122										292
Housing (Real Estate)	18	16	23										57
Public Accommodation	9	12	15										36
Credit	0	0	0										0
Education	5	7	5										17
Unknown	0	0	0										0
Number of Complaints Formalized	75	78	79										232
Employment	55	55	52										162
Transferred from EEOC*	5	1	0										6
Housing (Real Estate)	8	13	15										36
Transferred from HUD**	3	4	5										12
Public Accommodation	8	6	8										22
Credit	0	0	0										0
Education	4	4	4										12

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331	326	393										1050
Region 1	34	37	44										115
Region 2	29	29	37										95
Region 3	20	24	25										69
Region 4	12	9	13										34
Region 5	131	141	173										445
Region 6	28	26	29										83
Region 7	14	11	16										41
Region 8	30	28	23										81
Region 9	21	20	28										69
Unknown/Out of State	12	2	5										19

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
% of Aged Cases by Area													
Employment	8%	6%	6%										7%
Housing (Real Estate)	0%	0%	11%										4%
Public Accommodation	8%	8%	13%										10%
Credit	0%	0%	0%										0%
Education	6%	6%	12%										8%
Open Cases by Area													
Employment	567	599	584										
Housing (Real Estate)	48	52	47										
Public Accommodation	96	97	94										
Credit	0	0	0										
Education	38	41	41										

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Number of Cases Closed	61	43	77										181
Employment	35	30	42										107
Housing (Real Estate)	16	9	18										43
Public Accommodation	6	4	13										23
Education	4	0	4										8
Credit	0	0	0										0
Type of Closure													
NPC	31	23	56										110
CWS	17	12	13										42
CW	4	1	2										7
AD	3	0	5										8
FO	6	7	1										14

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1	1	6										8
Employment	1	1	6										8
Housing (Real Estate)	0	0	0										0
Public Accommodation	0	0	0										0
Education	0	0	0										0
Credit	0	0	0										0
Active Cases													
Employment	33	34	34										
Housing (Real Estate)	12	12	12										
Public Accommodation	7	7	7										
Education	4	4	4										
Credit	0	0	0										
Average Age of Cases since NOF*	525	526	520										

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

St. John, S. v. Main Street Diner is an employment case based on disability. Complainant alleged that she was terminated because of a perceived disability.

Coyne, T. v. Belterra Casino Resort is an employment case based on sex. Complainant alleged that she was forced to resign as a result of being sexually harassed.

He, Y. v. Belterra Casino Resort is an employment case based on disability. Complainant alleged that she was denied a reasonable accommodation.

Turner, C. v. Forge Industrial Staffing (2) is an employment case based on race, disability and retaliation. In the disability complaint Complainant alleged that he was subjected to different terms and conditions because of his race and disability. In the Retaliation complaint Complainant alleged that he was retaliated against because he filed a complaint with the Commission.

Anguiano, Gilbert v. City of Fort Wayne is an employment case based on national origin. Complainant alleged that he was denied employment due to his national origin.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Garr v. Kia Muncie is an employment case based on disability. Complainant alleged that he was terminated because of his disability. The case was closed with a settlement

Articles of Interest:

New 'Digest of EEO Law' issued by EEOC (March 27, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/3-27-14.cfm>

Thousands of harassment and discrimination charges filed in Indiana (March 21, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/business/article_906aee08-b046-11e3-915a-001a4bcf887a.html

Black Preschoolers more likely to face suspension (March 21, 2014, ABC News)

<http://abcnews.go.com/Health/wireStory/thousands-preschool-kids-face-suspension-22998846>

Belterra Casino Resort faces sexual harassment charge (March 19, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2776.htm>

Black Barbershop Health Initiative aims to improve health of black men (March 19, 2014, Evansville Courier & Press)

<http://www.courierpress.com/news/2014/mar/19/barbershop/>

HUD and Missouri Condominium settle claim alleging discrimination (March 19, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo.14-021

HEA 1242 protects Hoosier veterans from facing discrimination (March 14, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2775.htm>

Hagerstown, Ind. restaurant charged with disability discrimination (March 13, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2772.htm>

Indiana Consortium announces student essay contest (March 13, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2773.htm>

Social media may raise employment discrimination concerns (March 12, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/3-12-14.cfm>

Commission Announces 'Torchbearers' (March 6, 2014, Inside Indiana Business)

<http://www.insideindianabusiness.com/newsitem.asp?ID=64033>

EEOC issues new publications on religious garb and grooming in the workplace (March 6, 2014, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/index.cfm>

Bill to protect vets from discrimination passes Senate (March 4, 2014, Indiana Business Journal)

<http://www.ibj.com/bill-to-protect-vets-from-discrimination-passes-senate/PARAMS/article/46485>

'Disability Update' in Bloomington next Friday (March 4, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2766.htm>